

Memorandum to the File

On November 22, 2013, [REDACTED], Associate Professor, [REDACTED] visited with the Equal Opportunity (EO) Office and requested assistance regarding two issues:

- (1) That the search process to hire a faculty position was affected by:
 - a. that [REDACTED], Professor [REDACTED], saying they needed to hire a man; and
 - b. that the committee interviewed a candidate just to fulfill a diversity requirement;
- (2) To express her concern that Professor [REDACTED] made what she perceived to be a gender-based demeaning comment to her, telling her to “Shut up” and I’m going to talk to you now like I’m you’re Dad;” and
- (3) To express her concern that her Department Chair, [REDACTED] did not immediately address Professor [REDACTED] comment when it occurred.

Professor [REDACTED] did not want to file a complaint, but wanted advice and assistance from the EO Office and requested that the EO Office assist with an informal resolution of her concerns.

After informing the Dean of this Request for Assistance from Professor [REDACTED], the EO Office met individually with each member of the search committee. The EO Office reviewed all search documents.

Based on these meetings and a review of the search documents, the EO Office found that:

- (1) The integrity of the search was not impacted by any joking or inappropriate comments, and the candidates were fairly evaluated:
 - a. Professor [REDACTED] admits to saying the comment of “needing to hire a man,” in the context of the department having only one male professor (himself), and in a joking way. Department Chair [REDACTED] indicated that there is a running joke in the department about needing to hire a man because after many years of having only one female professor, now Professor [REDACTED] is the only male out of seven tenure-track faculty. Professor [REDACTED] and the other committee members did not feel that this type of comment impacted in way on the search and was not the basis for any decisions made in the search process. The Professor

██████████, search committee member indicated that Professor ██████████ was worried about having role models for students, but “in the end, the finalists who were chosen were chosen for their qualifications”;

- b. The members of the committee all concurred independently that there was not a candidate who was evaluated because of diversity reasons, but that all candidates were evaluated on their own merit and that there was consensus, in the end, among all search committee members.

(2) Professor ██████████ indicated he did say to Professor ██████████: “Shut Up” and “I’m going to talk to you now like I’m you’re Dad.” Chair ██████████ said that Professor ██████████ had been talking and Professor ██████████ had interrupted him and he told her first to “be quiet.” Professor ██████████ said, and Professor ██████████ confirmed, that he did make an apology to her for saying those comments, a short time later. Professor ██████████ said he got angry and frustrated and realizes this was inappropriate and he should not have said that. He said there was a high level of tension that had evolved that morning, as the committee was sitting in a room waiting to conduct telephone screening with the candidates. Professor ██████████ and Department Chair ██████████ had allegedly quarreled earlier that morning (the committee members said there was a disagreement between Professor ██████████ and Chair ██████████ on how and what kind of questions were prepared for the telephone screenings), and Professor ██████████ says he felt there was tension between them and claims he was actually speaking to the two of them as if they were siblings fighting. He acknowledged this was not appropriate.

(3) Department Chair ██████████ indicated that she talked with Professor ██████████ later about how inappropriate his comments were. She said that there was a lot of tension during that morning meeting and that is why she did not immediately address Professor’s ██████████ comments. She indicated that earlier that morning, Professor ██████████ had yelled at her, “Don’t walk away from me.”

In summary, the above concerns confirmed by the EO Office include behavior that is more relevant to be addressed by leadership and were referred to LeaAnn Martin, Dean, College of Humanities and Social Sciences. Professor’s ██████████ realizes that his self-admitted statements during the candidate screening meeting were viewed as demeaning, and he has committed to refraining from talking this way to his colleagues. Professor ██████████ comments could be perceived as gender-based, and were

inappropriate in the workplace, but were neither severe nor pervasive and do not constitute discrimination. All search committee members were advised about best practices in conducting searches.

The EO Office provided results of this Request for Assistance to Professor [REDACTED] on 1/17/14 (Professor [REDACTED] could not meet with EO Office on date of originally scheduled meeting on December 11, 2013.)

Sue Guenter-Schlesinger met with LeaAnn Martin, Dean, College of Humanities and Social Sciences to close-out this Request for Assistance on January 31, 2014.